

Exhibit E



Employee Disciplinary Notice

Employee Name: Michael Nelson
Manager: Rob Ernest
Company: Big Ox Energy

Date: 1/23/17
Job Title: Owner's Mechanical Rep
Department: Operations

Type of Disciplinary Action

- | | | |
|---|---|--------------------------------------|
| <input type="checkbox"/> Verbal Warning | <input type="checkbox"/> Suspension for ___ day | <input type="checkbox"/> Termination |
| <input checked="" type="checkbox"/> Written Warning | <input type="checkbox"/> Final Written Warning | <input type="checkbox"/> Other _____ |

Type of Offense

- | | | |
|--|---|--|
| <input type="checkbox"/> Tardiness/Leaving Early | <input type="checkbox"/> Absenteeism/Unexcused Absence | <input type="checkbox"/> Violation of Company Policies |
| <input type="checkbox"/> Substandard Work | <input checked="" type="checkbox"/> Violation of Safety Rules | <input type="checkbox"/> Rudeness to Customers/Coworkers |
| <input type="checkbox"/> DOT Violation | | |
| <input type="checkbox"/> Other: _____ | | |

Details

Description of Infraction:

Mike put himself and others in a dangerous situation while trying to install a pipe into the gas space of digester #1. Even Mike informed me later that he was not comfortable with the situation but did it anyway. It was a project that we did request to be done but were under the understanding that the mechanical company was doing the actual work. Mike was not asked to perform the work but instead coordinate the work to be done. If we had asked the mechanical company to do the work, they would have performed it in a safe manner.

Plan for Improvement:

The plan moving forward is to utilize a process for out of the ordinary projects. This will require multiple people signing off to include our Director of Safety. Any projects taking place that are out of the ordinary and have any possible dangerous conditions will only be done after multiple people sign off of the process and the proper PPE is in place.

Consequences of Further Infractions:

Will be subject to further disciplinary action up to and including termination.

Acknowledgement of Receipt of Disciplinary Notice

By signing this form, you confirm that you understand the information in this disciplinary notice. You also confirm that you and your manager have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this notice.

Employee Signature

Date

Manager Signature

Date

Witness Signature (if employee understands warning but refuses to sign)

Date